



Optimiza implements an HRM Capability Improvement for a National Electricity Generating Company in Jordan

During the fall of 2008, the management of a national electricity generating had acknowledged the need for developing the Human Resources Management (HRM) function due to arising worries such as;

- High turnover rate affecting efficiency, productivity, and growth of the organization
- Low morale and motivations affecting the organization's performance
- Inconsistency and overlapping of positions, roles and responsibilities
- Unclear and inconsistent Grading and Benefits System
- Lack of an up-to-date Salary Scale benchmarked to the industry, to ensure employees are compensated at fair market value
- Misaligned Organizational Culture with strategic goals impacting employee loyalty
- Lack of well structured HR department based on functionality
- Misallocation and excess of Human Resources required for each department, section and position

Optimiza carried out an HR Development initiative that included the design and deployment of:

- Job Analysis
- Competency Modeling & Job Profiling
- Job Evaluation
- HR Organization Design
- Performance Management System
- Amendment of total Rewards System
- HR Manual Development (Policies, process and procedure)
- MIS Reporting
- Build internal communication process and Newsletter Design
- Culture Development
- Training Planning
- Training Administration
- Workforce Sizing